

ARTICLE 4.02 CAREER ADVANCEMENT

CURRENT LANGUAGE:

The City may designate entry-level groups of classifications which will be considered as career advancement classifications. Employees may be hired for a vacancy in the higher classification at the lower level classification, and not be required to undergo a promotional exam to advance to the higher position. The employee initially hired may qualify for certification to the higher position upon (1) successful performance for a minimum of one year in the lower position, (2) a positive recommendation by the Appointing Authority and (3) approval by the City Manager upon recommendation of the Human Resources Director. Upon advancement to the higher classification, the employee shall be compensated at the pay rate closest to, but not less than, he/she was compensated at in the lower class. The Human Resources Director shall advise the SEIU\CVEA representative on the status and usage of this Article upon request.

CONCERN:

While considering the utmost effective and efficient service delivery to the citizens of Chula Vista, the City may not have the budget or need for staff at the higher-level classification.

PROPOSED LANGUAGE:

The City ~~may designate~~ has designated certain classifications as career advancement classifications. ~~Employees may be hired for a vacancy in the higher classification at the lower level classification, and not be required to undergo a promotional exam to advance to the higher position.~~ Although employees are not required to undergo a promotional exam for advancement from the lower to higher classification designated as career advancement, *advancement to the higher classification will depend on an employee's qualifications and operational needs.*

An employee may qualify for advancement to a higher classification upon all of the following:

- *Successful completion of probationary period in lower classification*
- *Recommendation by his or her appointing authority*
- *Approval by the City Manager, at the recommendation of the Human Resources Director.*

Upon advancement to the higher classification, the employee shall be compensated at the pay rate closest to, but not less than, his/her ~~he/she was compensated at~~ compensation in the lower classification.

TENTATIVE AGREEMENT

UNION

MANAGEMENT

CITY OF CHULA VISTA PROPOSAL TO SEIU 221-CVEA

SEIU LOCAL 221-CVEA PROPOSAL

DATE: 04/25/2013

~~The Human Resources Director shall advise the SEIU\CVEA representative on the status and usage of this article upon request.~~

RESULT:

Advancement to higher classification is based on an employee's qualifications and operational needs in order to ensure the utmost effective and efficient service delivery to the citizens of Chula Vista.

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TENTATIVE AGREEMENT

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